

# ESG Data

## Environmental data

### Sales volume for renewable energy and environment related products / greenhouse gas emissions

Sales volume		FY2020	FY2021	FY2022
Electricity sales volume by energy source	Solar power	7,045 thousand kW	7,152 thousand kW	6,956 thousand kW
	Wind power	55,807 thousand kW	48,889 thousand kW	56,413 thousand kW
	Biomass power	60,741 thousand kW	59,605 thousand kW	53,667 thousand kW
Product sales volume	Solar panels	1,894 kW	1,758 kW	3,583 kW
	Storage batteries	13,071 kWh	10,205 kWh	8,744 kWh
	ENE-FARM	76 units	92 units	174 units

Greenhouse gas (CO <sub>2</sub> ) emissions		FY2020	FY2021	FY2022
Scope 1 + Scope 2	Total	25,828 t-CO <sub>2</sub>	34,021 t-CO <sub>2</sub>	50,152 t-CO <sub>2</sub>
	Scope 1	11,579 t-CO <sub>2</sub>	17,049 t-CO <sub>2</sub>	★ 27,392 t-CO <sub>2</sub>
	Scope 2	14,249 t-CO <sub>2</sub>	16,972 t-CO <sub>2</sub>	★ 22,760 t-CO <sub>2</sub>

Greenhouse gas (CO <sub>2</sub> ) emissions		FY2020	FY2021	FY2022
Scope 3	Total	5,753,128 t-CO <sub>2</sub> eq	5,958,716 t-CO <sub>2</sub> eq	★ 5,637,373 t-CO <sub>2</sub> eq
Category 1	Purchased goods and services	638,501 t-CO <sub>2</sub> eq	596,251 t-CO <sub>2</sub> eq	★ 549,816 t-CO <sub>2</sub> eq
Category 3	Fuel and energy-related activities not included in Scopes 1 and 2	1,960,081 t-CO <sub>2</sub> eq	2,415,898 t-CO <sub>2</sub> eq	★ 2,449,204 t-CO <sub>2</sub> eq
Category 4	Transportation and delivery (upstream)	21,095 t-CO <sub>2</sub> eq	19,676 t-CO <sub>2</sub> eq	★ 18,390 t-CO <sub>2</sub> eq
Category 11	Use of sold products	3,133,452 t-CO <sub>2</sub>	2,926,890 t-CO <sub>2</sub>	★ 2,619,963 t-CO <sub>2</sub>

### Conversion factors, etc.

CO <sub>2</sub> emission factors		FY2020/FY2021/FY2022
Piped gas(City gas)		2.23 t-CO <sub>2</sub> /thousand Nm <sup>3</sup>
Purchased electricity	Emission factors for Japan are based on the adjusted factors by electric utility business operator, which are published in accordance with the ministerial ordinance of the Act on Promotion of Global Warming Countermeasures. For overseas, emission factors are based on the specific emission factors published by power companies (Overseas figures are included for FY2022 only).	
	Thermal	
	Steam (excluding steam for industrial use), hot water, cold water	0.057 t-CO <sub>2</sub> /GJ
	Steam for industrial use	0.060 t-CO <sub>2</sub> /GJ
Other fuel	Heavy oil A	2.71 t-CO <sub>2</sub> /kL
	Diesel fuel	2.58 t-CO <sub>2</sub> /kL
	Heating oil	2.49 t-CO <sub>2</sub> /kL
	Gasoline	2.32 t-CO <sub>2</sub> /kL
	LPG	3.00 t-CO <sub>2</sub> /t

### Energy usage volume

Energy	FY2020	FY2021	FY2022
LPG	2,248 t	2,161 t	2,080 t
Gasoline	956 kL	1,000 kL	997 kL
Heavy oil	0 kL	1,289 kL	4,086 kL
Diesel fuel	790 kL	839 kL	849 kL
Heating oil	152 kL	156 kL	167 kL
Piped gas(City gas)	93 thousand Nm <sup>3</sup>	983 thousand Nm <sup>3</sup>	2,231 thousand Nm <sup>3</sup>
Electricity	26,638 thousand kWh	36,017 thousand kWh	53,552 thousand kWh
Warm water	2,420 GJ	2,665 GJ	1,993 GJ
Cold water	5,315 GJ	5,541 GJ	5,644 GJ
Steam for industrial use	907 GJ	956 GJ	888 GJ

### Other environmental data

Water consumption and water discharge volume		FY2020*1	FY2021	FY2022
Usage volume	Water supply	—	483 thousand m <sup>3</sup>	476 thousand m <sup>3</sup>
	Well water	—	1,514 thousand m <sup>3</sup>	3,174 thousand m <sup>3</sup>
Water discharge volume	Sewage*2	—	—	—
	Underground/river*3	—	647 thousand m <sup>3</sup>	803 thousand m <sup>3</sup>

Waste volume		FY2020*1	FY2021	FY2022
Industrial waste	Total amount	—	10,198 t	13,599 t
Recycling of industrial waste	Coffee grounds, tea grounds, mandarin orange grounds, used paper and cardboard, metals, etc.	—	2,398 t	3,777 t
Recycling rate	Recycled industrial waste/industrial waste (total volume)	—	6.8%	27.8%
Toxic waste	Mercury waste, PCBs	—	0 t	0 t

★ marked indicators are independently assured by KPMG AZSA Sustainability Co., Ltd. The Company has received independent assurance report since FY2020. For more information, please refer to the Sustainability Report of previous year. The basis for the calculations is as follows:  
 The boundary covers Mitsuuroko Group Holdings Co., Ltd. and its consolidated subsidiaries. We have added Shizuoka Mitsuuroko Foods Co., Ltd. since November 2021. Starting in FY2022, Daiichi Gas Co., Ltd. (acquired in April 2022) and General Storage Company Pte. Ltd. (acquired in December 2021) were added to the boundary of the calculation. Scope 1 and 2 emissions include only CO<sub>2</sub> emissions, while scope 3 emissions include GHG emissions other than CO<sub>2</sub>.  
 Scope 1: CO<sub>2</sub> emission factor of fuel and the unit calorific value are based on the coefficients specified in the Act on Promotion of Global Warming Countermeasures.  
 Scope 2: CO<sub>2</sub> emission factors of electricity are based on the adjusted emission factors by each of specific electric utility business operators for Japan and the specific emission factors published by power companies for overseas.  
 Scope 3: Each emissions intensity is referenced from the Act on Promotion of Global Warming Countermeasures; the Ministry of the Environment's "Database on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc. by Organizations Throughout the Supply Chain"; and the Inventory Database for Environmental Analysis version 3.1 (IDEAv3.1) for calculating supply chain greenhouse gas emissions, published by the Sustainable Management Promotion Organization.  
 Category 1: Calculated by multiplying the amount (physical quantity) of petroleum-derived fuel and piped gas(City gas) procured for sales by the emission intensity for each fuel type specified in IDEAv3.1.

Category 3: GHG emissions derived from the extraction, production, and transportation of fossil fuels used in the production of electricity for sales purposes and the production of energy purchased for in-house use. Emissions from "electricity for sales purposes" are calculated by multiplying the amount of electricity sold by the basic emission factor of Mitsuuroko Group conducting retail electricity business and the emission intensity database figure. Emissions from "in-house electricity consumption" are calculated by multiplying the amount of electricity used for in-house consumption by the emission intensity database figure. Emissions from "in-house fuel consumption" are calculated by multiplying the amount of fuel used for in-house consumption by the fuel emission intensities specified in IDEAv3.1 for each fuel type.  
 Category 4: Upstream transportation emissions are calculated by multiplying the transportation volume (t-km), which is the product of the cargo weight and the distance transported, by the IDEAv3.1 emission intensity for each transportation type. For shipping and transportation, fuel consumption is multiplied by the emission intensity from the Ministry of the Environment database.  
 Category 11: Calculated by multiplying the sold volume (physical quantity) of petroleum-derived fuel and piped gas(City gas) by their respective fuel-specific calorific values and CO<sub>2</sub> emission factors.  
 \*1 Other environmental data results for FY2020 are not disclosed.  
 \*2 Discharges to sewage are not disclosed (measured) by many water agencies, making it difficult to aggregate.  
 \*3 Discharged after neutralization, reduction, dilution, etc. as required by law.

# Social data

## Employee overview

			FY2020 <sup>1</sup>	FY2021 <sup>2</sup>	FY2022 <sup>3</sup>
Number of employees by gender	Male	Non-consolidated	9	12	11
		Consolidated	1,180	1,314	1,262
	Female	Non-consolidated	8	9	9
		Consolidated	395	427	429
	Total	Non-consolidated	17	21	20
		Consolidated	1,575	1,741	1,691

<sup>1</sup> As of March 31, 2021; <sup>2</sup> As of March 31, 2022; <sup>3</sup> As of March 31, 2023

			FY2020 <sup>1</sup>	FY2021 <sup>2</sup>	FY2022 <sup>3</sup>
Number of employees by age	Less than 30 years old	Non-consolidated	2	0	0
		Consolidated	262	264	255
	30 to 39 years old	Non-consolidated	8	9	8
		Consolidated	352	385	381
	40 to 49 years old	Non-consolidated	6	6	7
		Consolidated	534	552	506
	50 to 59 years old	Non-consolidated	1	6	5
		Consolidated	418	522	534
	60 years old or over	Non-consolidated	0	0	0
		Consolidated	9	18	15
	Total	Non-consolidated	17	21	20
		Consolidated	1,575	1,741	1,691

<sup>1</sup> As of March 31, 2021; <sup>2</sup> As of March 31, 2022; <sup>3</sup> As of March 31, 2023

			FY2020 <sup>1</sup>	FY2021 <sup>2</sup>	FY2022 <sup>3</sup>
Average age by gender	Male	Non-consolidated	39	45	45
		Consolidated	44	41	44
	Female	Non-consolidated	39	40	41
		Consolidated	37	35	38
	Overall	Non-consolidated	39	43	43
		Consolidated	42	39	43

			FY2020 <sup>1</sup>	FY2021 <sup>2</sup>	FY2022 <sup>3</sup>
Average years of service by gender	Male	Non-consolidated	4	4	5
		Consolidated	12	13	14
	Female	Non-consolidated	7	7	8
		Consolidated	9	9	9
	Overall	Non-consolidated	5	5	6
		Consolidated	11	12	13

			FY2020 <sup>1</sup>	FY2021 <sup>2</sup>	FY2022 <sup>3</sup>
Total number of employees in management	Male	Non-consolidated	3	8	8
		Consolidated	417	444	426
	Female	Non-consolidated	5	6	7
		Consolidated	26	28	31
	Total	Non-consolidated	8	14	15
		Consolidated	443	472	457

			FY2020 <sup>1</sup>	FY2021 <sup>2</sup>	FY2022 <sup>3</sup>
Total number of employees in management	Male	Non-consolidated	3	7	6
		Consolidated	83	90	88
	Female	Non-consolidated	2	2	2
		Consolidated	3	3	3
	Total	Non-consolidated	5	9	8
		Consolidated	86	93	91

			FY2020 <sup>1</sup>	FY2021 <sup>2</sup>	FY2022 <sup>3</sup>
Section manager or higher (excluding general managers)	Male	Non-consolidated	0	1	2
		Consolidated	334	354	338
	Female	Non-consolidated	3	4	5
		Consolidated	23	25	28
	Total	Non-consolidated	3	5	7
		Consolidated	357	379	366

<sup>1</sup> As of March 31, 2021; <sup>2</sup> As of March 31, 2022; <sup>3</sup> As of March 31, 2023

				FY2020	FY2021	FY2022
Recruitment status (new graduates)	Master's / Bachelor's graduate	Male	Consolidated	14	17	16
		Female	Consolidated	12	12	10
	Junior college / Vocational school graduate	Male	Consolidated	0	0	0
		Female	Consolidated	4	1	0
	High-school graduate	Male	Consolidated	3	5	5
		Female	Consolidated	2	2	2
	Total		Consolidated	35	37	33

				FY2020	FY2021	FY2022
Recruitment status (mid-career)	Male	Non-consolidated		1	4	0
		Consolidated		63	71	71
	Female	Non-consolidated		0	1	0
		Consolidated		18	22	27
	Total	Non-consolidated		1	5	0
		Consolidated		81	93	98

				FY2020 <sup>1</sup>	FY2021 <sup>2</sup>	FY2022 <sup>3</sup>
Number of employees with disabilities				16	19	20

<sup>1</sup> As of June 1, 2020; <sup>2</sup> As of June 1, 2021; <sup>3</sup> As of June 1, 2022

				FY2020	FY2021	FY2022	
Childcare / nursing care leave system usage	Childcare leave	Male	Non-consolidated	—	0	0	
			Consolidated	—	3	6	
		Female	Non-consolidated	—	1	1	
			Consolidated	—	17	16	
	Total	Non-consolidated		2	1	1	
		Consolidated		23	20	22	
	Nursing care leave	Number of leave takers		Non-consolidated	0	0	0
				Consolidated	0	0	0

				FY2020	FY2021	FY2022
Main system and usage data	Childcare leave	Number of leave takers		23	20	22
		Return rate		100%	100%	91%
	Childcare work time reduction	Number of leave takers		17	23	35
		Number of leave takers		0	0	0
	Nursing care leave	Number of leave takers		0	0	0
		Number of leave takers		0	0	0
	Accompaniment leave system	Total number of users		2	2	2
		Total number of users		0	0	0
Refresh leave system	Number of leave takers		15	26	18	

				FY2020	FY2021	FY2022
Reemployed retiree status	Total number of retired employees			36	37	40
	Number of retirees reemployed	HD		0	0	0
		Subsidiaries, etc.		33	34	35
	Total			33	34	35

				FY2020	FY2021	FY2022
Turnover rate	Male (turnover rate)	Non-consolidated		0.0%	11.1%	0.00%
		Consolidated		7.3%	5.60%	6.20%
	Female (turnover rate)	Non-consolidated		0.0%	0.00%	11.1%
		Consolidated		7.0%	10.32%	6.76%
	Average (turnover rate)	Non-consolidated		0.0%	5.88%	4.76%
		Consolidated		7.3%	6.48%	6.34%

## Social data

		FY2020 <sup>1</sup>	FY2021 <sup>2</sup>	FY2022 <sup>3</sup>	
Number of temporary employees and contract employees	Contract employees	Male	566	540	590
		Female	1,637	1,336	1,303
		Total	2,203	1,876	1,893
	Temporary employees	24	68	85	
	Total	2,227	1,944	1,977	

<sup>1</sup> As of March 31, 2021; <sup>2</sup> As of March 31, 2022; <sup>3</sup> As of March 31, 2023

		FY2020	FY2021	FY2022
Average number of paid annual leave days taken	Average number of paid annual leave days taken	10.2 days	11.3 days	11.7 days

		FY2021 <sup>1</sup>	FY2022 <sup>2</sup>
Number of employees covered by collective bargaining rights (excluding management)	Number of employees <sup>3</sup>	633	628

<sup>1</sup> As of March 31, 2022; <sup>2</sup> As of March 31, 2023; <sup>3</sup> Limited to the 14 companies that are members of the National Mitsuuroko Labor Union

		FY2020	FY2021	FY2022
Average annual training time	Average annual training time	14.0 hours	17.1 hours	21.7 hours

		FY2020	FY2021	FY2022
Average annual salary	All employees	5,210,242 yen	5,115,997 yen	5,074,574 yen

		FY2020	FY2021	FY2022
New graduate starting salary	Master's / Bachelor's graduate*	233,000 yen	250,000 yen	250,000 yen

\* Mitsuuroko Vessel Co., Ltd. major career track

		FY2021	FY2022
Investment in human resource development	Total investment in human resource development	52,288,144 yen	39,909,677 yen
	Invested amount in human resource development and skills development per employee	30,033 yen	23,601 yen
	Invested hours in human resource development and skills development per employee	17.1 hours	21.7 hours

## Occupational health and safety management

	FY2020	FY2021	FY2022
Annual average of total hours worked per employee	1,848 hours	1,872 hours	1,844 hours
Monthly average of overtime hours worked per employee	17.7 hours	17.6 hours	15.9 hours
Rate of receiving regular medical examinations	100%	100%	100%
Prevalence of smokers	33.4%	32.8%	31.5%
Rate of regular exercise	25%	24.8%	27.1%

## Summary of accidents and disasters

	FY2020	FY2021	FY2022
Number of deaths due to work-related accidents	0	0	0
Number of severe accidents	0	0	0
Number of work-related accidents	15	29	19
Number of traffic accidents	0	1	2
Frequency rate of lost-worktime injuries	0.34%	2.76%	0.96%
Severity rate	0.008%	0.013%	0.002%

## Governance data

### Composition of the Board of Directors (As of March 31, 2024)

Directors (excluding Directors who are Audit and Supervisory Committee Members)		Overall	
Total number of Directors	9	Total number of Directors (including Audit and Supervisory Committee Members)	12
Female	1	Female	1 (8%)
Foreign nationals	1	Foreign nationals	1 (8%)
External	2	External	5 (42%)
Directors who are Audit and Supervisory Committee Members		Independent External Directors	
Total number of Directors who are Audit and Supervisory Committee Members	3	3 (25%)	
External	3		

### Meetings of the Board of Directors / Audit and Supervisory Committee

	FY2018	FY2019	FY2020	FY2021	FY2022
Number of Board of Directors meetings held	14	12	12	13	13
Number of Audit and Supervisory Committee Meetings held	12	12	12	13	13

### Director remuneration (FY2022)

	Total remuneration, etc. (millions of yen)	Total remuneration, etc. by type (millions of yen)		Number of applicable Directors
		Basic remuneration	Performance-linked stock remuneration	
Directors (excluding Directors who are Audit and Supervisory Committee Members)	314	275	39	9
(External Directors)	(14)	(14)	(—)	(2)
Directors who are Audit and Supervisory Committee Members	21	21	—	3
(External Directors)	(21)	(21)	(—)	(3)
Total	335	296	39	12
(External Directors)	(35)	(35)	(—)	(5)

### Compliance-related consultations

Compliance consultations	FY2019	FY2020	FY2021	FY2022
Number of consultations	17	12	17	11

### Meetings of the Risk Management Committee

Risk Management Committee	FY2018	FY2019	FY2020	FY2021	FY2022
Number of meetings held	5	1	4	3	4



# Independent Assurance Report



## Independent Assurance Report

To Representative Director, President and Chief Executive Officer of Mitsuuroko Group Holdings Co., Ltd.

We were engaged by Mitsuuroko Group Holdings Co., Ltd. (the "Company") to undertake a limited assurance engagement of the environmental performance indicators marked with a star ★ (the "Indicators") for the period from April 1, 2022 to March 31, 2023 included in its Sustainability Report 2023 (the "Report") for the fiscal year ended March 31, 2023.

### The Company's Responsibility

The Company is responsible for the preparation of the Indicators in accordance with its own reporting criteria (the "Company's reporting criteria"), as described in the Report.

### Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Indicators based on the procedures we have performed. We conducted our engagement in accordance with the 'International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information' and the 'ISAE 3410, Assurance Engagements on Greenhouse Gas Statements' issued by the International Auditing and Assurance Standards Board. The limited assurance engagement consisted of making inquiries, primarily of persons responsible for the preparation of information presented in the Report, and applying analytical and other procedures, and the procedures performed vary in nature from, and are less in extent than for, a reasonable assurance engagement. The level of assurance provided is thus not as high as that provided by a reasonable assurance engagement. Our assurance procedures included:

- Interviewing the Company's responsible personnel to obtain an understanding of its policy for preparing the Report and reviewing the Company's reporting criteria.
- Inquiring about the design of the systems and methods used to collect and process the Indicators.
- Performing analytical procedures on the Indicators.
- Examining, on a test basis, evidence supporting the generation, aggregation and reporting of the Indicators in conformity with the Company's reporting criteria, and recalculating the Indicators.
- Visiting Yamanakako Plant of Mitsuuroko Beverage Co., Ltd. selected on the basis of a risk analysis.
- Evaluating the overall presentation of the Indicators.

### Conclusion

Based on the procedures performed, as described above, nothing has come to our attention that causes us to believe that the Indicators in the Report are not prepared, in all material respects, in accordance with the Company's reporting criteria as described in the Report.

### Our Independence and Quality Management

We have complied with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. In accordance with International Standard on Quality Management 1, we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

*Kenichiro Sato*

Kenichiro Sato, Partner  
KPMG AZSA Sustainability Co., Ltd.  
Tokyo, Japan  
February 21, 2025

# Company Profile

As a corporate group that contributes to the creation of more fulfilling lifestyles by focusing on providing environmentally friendly energy and lifestyle services, Mitsuuroko Group operates in the Energy Solutions Business, Power & Electricity Business, Foods Business, Living & Wellness Business, Overseas Business, and Others, which include office equipment leasing, administrative support, and insurance.

## Mitsuuroko Group's business areas

Contribute to more fulfilling lifestyles	<b>Energy Solutions Business</b>	<b>Support people's lives. Cultivate the future.</b> Responding to contemporary needs, we continue to remain close to our customers' lifestyles and bring happiness through energy. We are utilizing the Group network to provide energy and more fulfilling lifestyles.	Sales of and logistics services for LPG, piped gas(City gas) petroleum, housing equipment, remodeling, new energy equipment, and more
	<b>Power &amp; Electricity Business</b>	<b>Next-generation energy that brings comfort and ease to daily life.</b> We live in an age of shifting from "energy efficiency and conservation" to "energy generation. As a power generation business operator that uses diverse renewable energy sources and a retail electricity provider, we aim to "improve the global environment (reduce CO <sub>2</sub> emissions)," "improve energy self-sufficiency," and "coexist with local communities."	Wind power generation, biomass power generation, mega solar power generation, electricity wholesale to power companies, and electricity retail to general consumers
	<b>Foods Business</b>	<b>Exciting the future with the delicious.</b> We are providing more fulfilling lifestyles to everyone by operating a beverage business, shop & restaurant business, bakeries, and cafés.	Manufacture and sale of beverages, operation of restaurants, stores in facilities and cafeterias, operation of DELICATERIA (delicatessens directly under Mitsuuroko Grocery) and voluntary chain stores, operation of hamburger restaurants, and fresh bakeries and cafés, and more.
	<b>Living &amp; Wellness Business</b>	<b>Connecting to a future that connects daily life.</b> In addition to development and leasing of residential homes, office buildings, and commercial facilities, we build more fulfilling lifestyles with our customers by creating new business opportunities, and aim for harmony between regions through business.	Leasing of office buildings, rental apartments, and other buildings and operations/management of commercial complexes
	<b>Overseas Business</b>	<b>Delivering sustainable values to local communities.</b> The company is involved in the development of energy and social infrastructure in local communities mainly in Asia, and will continue to develop new businesses in the global market.	Investments into business and provision of support outside of Japan, self-storage businesses, etc.
	<b>Others</b>	<b>Results meeting needs to accelerate business.</b> We provide total solutions for the present and future of businesses and powerfully support the streamlining of all businesses.	Leasing of general office equipment, payment collection, system development, handling of various insurance, and more

## Mitsuuroko Group Holdings Co., Ltd. company information

Company name	Mitsuuroko Group Holdings Co., Ltd.
Main business	Holding company (Group's management strategy and management)
Headquarters	3-1-1 Kyobashi, Chuo-ku, Tokyo 104-0031, Japan
Date established	May 10, 1926
Capital	¥7,077 million
Number of employees	28 / Consolidated: 1,792 (as of September 30, 2023)
Group companies	Consolidated subsidiaries: 43 companies (35 domestic companies, 8 overseas companies) Entities accounted for using equity method: 7 companies (7 domestic companies) (as of December 31, 2023)

